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# Area Wage Survey
# Montgomery, AL
# February 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
April 1988

This summary presents results of a February 1988 survey of occupational wages in the Montgomery Metropolitan Statistical Area, which consists of Autauga, Elmore, and Montgomery Counties. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 90 establishments employing 21,885 workers was selected to represent 207 establishments employing 34,950 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and pension plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

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**Table 1. Hourly earnings[1] of selected occupations in Montgomery, AL, February 1988**

| Occupation[2] | Number of workers | Hourly earnings (in dollars)[1] | | | Number of workers receiving straight-time hourly earnings (in dollars) of — | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Mean | Median | Middle range | 3.35 and under 3.50 | 3.50 – 4.00 | 4.00 – 4.50 | 4.50 – 5.00 | 5.00 – 5.50 | 5.50 – 6.00 | 6.00 – 6.50 | 6.50 – 7.00 | 7.00 – 7.50 | 7.50 – 8.00 | 8.00 – 8.50 | 8.50 – 9.00 | 9.00 – 9.50 | 9.50 – 10.00 | 10.00 – 10.50 | 10.50 – 11.00 | 11.00 – 11.50 | 11.50 – 12.00 | 12.00 – 13.00 | 13.00 – 14.00 | 14.00 – 15.00 | 15.00 – 16.00 | 16.00 and over |
| Secretaries | 166 | 9.12 | 8.55 | 7.73–10.25 | - | - | - | - | 1 | 1 | 7 | 11 | 16 | 16 | 28 | 18 | 9 | 14 | 11 | 10 | 4 | 1 | 2 | 13 | 1 | 3 | - |
| Secretaries I | 69 | 8.39 | 8.17 | 7.38– 9.27 | - | - | - | - | 1 | 1 | 3 | 4 | 11 | 12 | 8 | 7 | 5 | 5 | 7 | 3 | 1 | 1 | - | 1 | - | - | - |
| Secretaries II | 29 | 7.85 | 8.17 | 6.08– 8.17 | - | - | - | - | - | - | - | - | 3 | 4 | 8 | 10 | 3 | 6 | 4 | 4 | 2 | - | 2 | 1 | 1 | - | - |
| Secretaries III | 48 | 9.36 | 8.82 | 8.21–10.26 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Typists | 10 | 6.25 | 6.33 | - - | - | - | - | 2 | - | - | 3 | 1 | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Typists I | 10 | 6.25 | 6.33 | - - | - | - | - | 2 | - | - | 3 | 1 | 4 | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Word processors | 7 | 7.96 | 7.20 | - - | - | - | - | - | - | 1 | - | 1 | 2 | - | 1 | 1 | - | - | - | - | - | - | 1 | - | - | - | - |
| Word processors II | 149 | 8.17 | 8.00 | 5.30– 8.92 | - | - | - | 3 | 24 | 25 | 22 | 19 | 21 | 18 | 2 | 4 | 5 | 6 | - | - | - | - | - | - | - | - | - |
| Key entry operators | 131 | 8.98 | 8.82 | 8.13– 8.67 | - | - | - | 3 | 24 | 23 | 19 | 18 | 21 | 16 | 2 | - | 5 | - | - | - | - | - | - | - | - | - | - |
| Key entry operators I | 18 | 7.55 | 8.43 | 5.90– 9.01 | - | - | - | - | - | 2 | 3 | 1 | - | 2 | - | 4 | - | 6 | - | - | - | - | - | - | - | - | - |
| Key entry operators II | 44 | 4.52 | 4.38 | 4.11– 4.78 | - | 2 | 25 | 10 | 3 | 2 | 1 | 1 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| File clerks | 12 | 5.06 | 5.11 | - - | - | - | 5 | 1 | 2 | 1 | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Switchboard operators | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Computer operators | 50 | 7.54 | 6.98 | 6.98– 7.59 | - | - | - | - | 1 | 1 | 7 | 26 | 2 | 1 | 2 | - | 1 | 2 | 5 | 1 | 1 | - | - | - | - | - | - |
| Computer operators II | 87 | 9.51 | 9.75 | 7.98–11.39 | - | - | - | - | 5 | - | 2 | 4 | 9 | 2 | 7 | 3 | 8 | 9 | 10 | 1 | 8 | 7 | 10 | 1 | 1 | - | - |
| Drafters | 39 | 8.28 | 8.02 | 7.25– 9.75 | - | - | - | - | 5 | - | 2 | - | 7 | 1 | 5 | 2 | 7 | 6 | - | - | 4 | - | - | - | - | - | - |
| Drafters II | 27 | 9.98 | 10.00 | 8.17–11.52 | - | - | - | - | - | - | - | 2 | 2 | 1 | 2 | 1 | - | 3 | 8 | - | 1 | 1 | 6 | - | - | - | - |
| Drafters III | 12 | 11.36 | 11.59 | - - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 2 | - | 2 | 4 | 3 | - | - | - | - |
| Drafters IV | 30 | 12.35 | 15.10 | 7.50–15.10 | - | - | - | - | - | - | - | - | 4 | 5 | 1 | - | - | 2 | - | - | - | - | - | - | 2 | 15 | 1 |
| Electronics technicians | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Maintenance machinists | 9 | 10.38 | 10.04 | - - | - | - | - | - | - | - | - | - | - | - | 1 | - | - | - | 5 | - | - | 3 | - | - | - | - | - |
| Maintenance mechanics (machinery) | 61 | 10.47 | 10.19 | 9.00–12.16 | - | - | - | - | - | - | - | - | 2 | 2 | 7 | 2 | 14 | - | 5 | 5 | - | - | 14 | 10 | - | 5 | - |
| Motor vehicle mechanics | 21 | 11.51 | 11.25 | 8.40–13.01 | - | - | - | - | - | - | - | - | - | - | 6 | - | - | - | - | 3 | 5 | - | - | 2 | - | - | - |
| General maintenance workers | 100 | 6.63 | 6.20 | 5.30– 7.20 | - | - | - | 2 | 10 | 20 | 16 | 15 | 4 | 10 | 3 | - | 2 | 6 | 5 | 5 | - | - | 2 | - | - | - | - |
| Tool and die makers | 33 | 13.03 | 13.00 | 12.59–13.24 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - | 5 | 1 | 3 | 16 | 8 | - | - |
| Truckdrivers | 285 | 10.29 | 11.25 | 7.00–11.25 | 7 | - | 2 | 10 | 15 | 6 | 8 | 20 | 9 | 14 | 2 | 2 | 7 | 6 | 1 | 1 | 117 | - | - | - | - | 58 | - |
| Truckdrivers, light truck | 14 | 4.92 | 4.43 | - - | 7 | - | - | - | - | 1 | - | 6 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Material handling laborers | 228 | 7.60 | 8.34 | 5.51– 9.43 | - | - | 40 | 5 | 10 | 5 | 7 | - | 9 | 22 | 60 | - | 66 | - | - | - | 4 | - | - | - | - | - | - |
| Forklift operators | 180 | 8.02 | 8.29 | 5.79– 9.33 | - | 2 | 2 | 4 | 9 | 28 | 6 | - | 4 | - | 38 | 10 | 39 | 30 | - | - | 8 | - | - | - | - | - | - |
| Guards | 326 | 3.88 | 3.45 | 3.35– 3.50 | 203 | 67 | 11 | 6 | 4 | 17 | - | 3 | - | - | - | 15 | - | - | - | - | - | - | - | - | - | - | - |
| Guards I | 311 | 3.87 | 3.45 | 3.35– 3.50 | 203 | 67 | 11 | 6 | 4 | 17 | - | 3 | - | - | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Janitors, porters, and cleaners | 574 | 4.11 | 3.35 | 3.35– 5.11 | 341 | 40 | 10 | 16 | 129 | 1 | 3 | 12 | 4 | 5 | 2 | - | 11 | - | - | - | - | - | - | - | - | - | - |

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

**Table 2. Annual paid holidays for full-time workers in Montgomery, AL, February 1988**

| Item | Production and related workers | Office workers |
|---|---|---|
| All full-time workers (in percent) | 100 | 100 |
| In establishments not providing paid holidays | 5 | – |
| In establishments providing paid holidays | 95 | 100 |
| Number of holidays: | | |
| 6 half days | (1) | – |
| 1 holiday | 3 | – |
| 2 holidays | 1 | – |
| 3 holidays | 1 | – |
| 4 holidays | – | (1) |
| 5 holidays | 13 | 16 |
| 6 holidays | 11 | 8 |
| Plus 1 half day | (1) | 1 |
| 7 holidays | 16 | 9 |
| 8 holidays | 10 | 25 |
| 9 holidays | 9 | 21 |
| 10 holidays | 8 | 14 |
| 11 holidays | 19 | 5 |
| 13 holidays | 2 | 2 |
| Average number of paid holidays where provided (in days) | 7.9 | 8.0 |

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

**Table 3. Paid vacation provisions[1] for full-time workers in Montgomery, AL, February 1988**

| Item | Production and related workers | Office workers |
|---|---|---|
| All full-time workers (in percent) | 100 | 100 |
| In establishments not providing paid vacations | 4 | (*) |
| In establishments providing paid vacations | 96 | 99 |
| Length-of-time payment | 91 | 99 |
| Percentage payment | 6 | (*) |
| By vacation pay provisions for:[2] | | |
| 6 months of service: | | |
| Under 1 week | 1 | – |
| 1 week | 26 | 43 |
| Over 1 and under 2 weeks | (*) | 2 |
| 1 year of service: | | |
| Under 1 week | 1 | – |
| 1 week | 60 | 24 |
| Over 1 and under 2 weeks | 3 | 3 |
| 2 weeks | 31 | 72 |
| Over 2 and under 3 weeks | 1 | (*) |
| 2 years of service: | | |
| 1 week | 31 | 7 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 60 | 90 |
| Over 2 and under 3 weeks | 4 | 3 |
| 3 years of service: | | |
| 1 week | 15 | 3 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 71 | 91 |
| Over 2 and under 3 weeks | 4 | 3 |
| 3 weeks | 5 | 2 |
| 5 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 70 | 81 |
| Over 2 and under 3 weeks | 8 | 3 |
| 3 weeks | 10 | 14 |
| Over 3 and under 4 weeks | (*) | (*) |
| 10 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 25 | 16 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 55 | 74 |
| Over 3 and under 4 weeks | 4 | – |
| 4 weeks | 1 | 4 |
| Over 4 and under 5 weeks | 1 | (*) |
| 15 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 22 | 12 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 41 | 52 |
| Over 3 and under 4 weeks | 1 | (*) |
| 4 weeks | 20 | 30 |
| Over 4 and under 5 weeks | (*) | (*) |
| 5 weeks | (*) | – |
| 6 weeks | (*) | – |
| 20 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 18 | 12 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 16 | 20 |
| 4 weeks | 41 | 58 |
| Over 4 and under 5 weeks | (*) | 1 |
| 5 weeks | 10 | 4 |
| 6 weeks | (*) | – |
| 7 weeks | (*) | – |
| 25 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 18 | 12 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 16 | 20 |
| 4 weeks | 29 | 40 |
| Over 4 and under 5 weeks | 1 | (*) |
| 5 weeks | 16 | 21 |
| Over 5 and under 6 weeks | 4 | – |
| 6 weeks | (*) | 2 |
| 7 weeks | (*) | – |
| 30 years of service: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 18 | 12 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 16 | 20 |
| 4 weeks | 28 | 39 |
| Over 4 and under 5 weeks | 1 | (*) |
| 5 weeks | 13 | 20 |
| 6 weeks | 9 | 4 |
| 7 weeks | (*) | – |
| Maximum vacation available: | | |
| 1 week | 6 | 1 |
| Over 1 and under 2 weeks | 2 | – |
| 2 weeks | 18 | 12 |
| Over 2 and under 3 weeks | 4 | 4 |
| 3 weeks | 16 | 20 |
| 4 weeks | 28 | 39 |
| Over 4 and under 5 weeks | 1 | (*) |
| 5 weeks | 13 | 20 |
| 6 weeks | 5 | 4 |
| Over 6 and under 7 weeks | 4 | – |
| 7 weeks | (*) | – |

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[*] Less than 0.5 percent.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

**Table 4. Insurance, health, and retirement plans offered to full-time workers in Montgomery, AL, February 1988**

| Item | Production and related workers | Office workers |
|---|---|---|
| All full-time workers (in percent) | 100 | 100 |
| In establishments offering at least one of the benefits shown below[1] | 93 | 99 |
| Life insurance | 89 | 99 |
| Noncontributory plans | 63 | 87 |
| Accidental death and dismemberment insurance | 74 | 84 |
| Noncontributory plans | 51 | 64 |
| Sickness and accident insurance or sick leave or both | 70 | 88 |
| Sickness and accident insurance | 57 | 53 |
| Noncontributory plans | 40 | 45 |
| Sick leave (full pay and no waiting period) | 42 | 74 |
| Sick leave (partial pay or waiting period) | 3 | 6 |
| Long-term disability insurance | 18 | 64 |
| Noncontributory plans | 10 | 35 |
| Hospitalization, surgical, and medical insurance | 89 | 99 |
| Noncontributory plans | 39 | 47 |
| Health maintenance organizations | 10 | 11 |
| Noncontributory plans | 1 | 5 |
| Dental care | 46 | 38 |
| Noncontributory plans | 23 | 20 |
| Vision care | 12 | 11 |
| Noncontributory plans | 9 | 8 |
| Alcohol and drug abuse treatment | 48 | 70 |
| Noncontributory plans | 31 | 37 |
| Hearing care | 11 | 3 |
| Noncontributory plans | 5 | 1 |
| Retirement plans | 73 | 90 |
| Noncontributory plans | 61 | 79 |
| Pension | 47 | 68 |
| Noncontributory plans | 46 | 68 |
| Lump sum | 25 | 49 |
| Noncontributory plans | 14 | 36 |
| Other | 2 | 1 |
| Noncontributory plans | 1 | 1 |

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

**Table 5. Establishments and workers within scope of survey and number studied in Montgomery, AL,[1] February 1988**

| Industry division[2] | Minimum employment in establishments in scope of survey | Number of establishments | | Workers in establishments | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Within scope of survey[3] | Studied | Within scope of survey | | | | Studied[4] |
| | | | | Total[5] | | Full-time production and related workers | Full-time office workers | |
| | | | | Number | Percent | | | |
| All divisions | 50 | 207 | 90 | 34,950 | 100 | 19,546 | 3,979 | 21,885 |
| Manufacturing | 50 | 65 | 28 | 14,768 | 42 | 11,561 | 1,067 | 8,826 |
| Nonmanufacturing[6] | 50 | 142 | 62 | 20,182 | 58 | 7,985 | 2,912 | 13,059 |

[1] The Montgomery Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Autauga, Elmore, and Montgomery Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes all workers in all establishments with total employment (within the area) at or above the minimum limitation.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

# Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Asheville, NC
Atlantic City, NJ
Augusta, GA-SC
Austin, TX[1]
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula-Moss Point, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Champaign-Urbana-Rantoul, IL[1]
Charleston, SC[1]
Chattanooga, TN-GA
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Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI[2]
Greensboro-Winston-Salem-High Point, NC[2]
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
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Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
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Madison, WI
Maine (statewide)
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Mansfield, OH
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Montgomery, AL
Nashville, TN
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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